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ABSTRACT

Testimony of parents, day care providers, and experts concerning the importance of day care is recorded in this document. The thrust of parents' testimony was that day care is a necessity, not a luxury. Providers' testimony argues that current levels of funding for day care do not allow for the delivery of high quality services. Increased federal support for Title XX programs was advocated, partly on the grounds that day care employees have long subsidized child day care. Concluding testimony of experts concerns the accomplishments of a day care planning project, a child care resource center, and the employee benefits offered by a bank holding company. Reasons for supporting Senate Bill 1885 and Senate Bill 1271 are indicated. (RH)

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DAY CARE—A NATIONAL PRIORITY

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HEARING

BEFORE THE

SUBCOMMITTEE ON LABOR

OF THE

COMMITTEE ON LABOR AND HUMAN RESOURCES UNITED STATES SENATE

ONE HUNDREDTH CONGRESS

SECOND SESSION

ON

EXAMINING WAYS OF FINDING AFFORDABLE, QUALITY DAY CARE FOR WORKING MOTHERS AND FATHERS

JANUARY 22, 1988
CLEVELAND, OH

PS 017523

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DAY CARE—A NATIONAL PRIORITY

FRIDAY, JANUARY 22, 1988

U.S. SENATE,
SUBCOMMITTEE ON LABOR OF THE
COMMITTEE ON LABOR AND HUMAN RESOURCES,
Cleveland, OH.

The Subcommittee met, pursuant to notice, at 10:00 a.m., at the Church of the Covenant Day Care Center, Cleveland, Ohio, Senator Howard M. Metzenbaum (Chairman of the Subcommittee) presiding.

Present: Senator Metzenbaum.

OPENING STATEMENT OF SENATOR METZENBAUM

Senator METZENBAUM. This is an official hearing of the Senate Labor Subcommittee, which I chair. We call the meeting to order and open the meeting on day care by thanking all of those associated with the Covenant Early Childhood Programs. Having toured this center and met with the children and staff, I could not think of a better site for the Senate hearing.

Friends, we have a challenge on our hands. The American labor force has been transformed over the past two decades, and frankly, the Federal Government has been asleep at the switch. In America today, 51 percent—think of it—51 percent of mothers with children under 3 are in the labor force. Hard to believe.

More than one out of every two mothers with children under 3 are in the labor force. In two-thirds of married couple families with children, both the husband and the wife work. By 1990, two-thirds of all new workers will be women, most of whom will become mothers at some point during their working lives.

What stronger evidence do we need of the importance of quality day care so that those who need to work, those who choose to work, will have their children cared for in decent, healthy, and appropriate surroundings.

Women work for the same reason that men do: to put food on the table and a roof overhead. It often takes two incomes to make it in America. Today that is the reality, and here is the problem. The supply of quality, affordable day care has not kept pace with the changing American family. There just is not enough adequate, affordable, quality day care in this country today.

We in Washington deal with issues like SDI and the contras and catastrophic health insurance and a host of other issues, but day care has been ignored. The majority of working parents report difficulty in finding the kind of child care they need at a price they

can afford. The result is long waiting lists, complex arrangements with family members and babysitters, and a lot of anxiety.

There are some problems in this country that are so difficult, so challenging, that we are not certain how to come up with the answer. We do not know how. The problem of Alzheimer's, we cannot find an answer. We hope to but we cannot. The problem of AIDS, the challenge of AIDS, we cannot find the answer. The problem of those who are sleeping in the streets of America is a very challenging one that we may be able to find an answer to, but I am not certain that we can.

The problem of affordable, quality day care is a soluble problem, and it is a problem that can be solved and should be solved with the aid of the Federal Government because it is good business for the Federal Government to make it possible for men and women to be a part of the work force and producing income and paying taxes, rather than being home and being on AFDC or on some other kind of program that is costly.

Recently, I checked with respect to the Senate day care center. Even the Senate day care center has a long waiting list. There is nothing more important to parents than knowing that their child is being cared for in a safe and loving environment. If you do not have that, you do not have peace of mind, and you will not be a good worker.

America needs quality day care, and what we have got is a shortage of crisis proportion for infants, for disabled children, and for kids after school. For too long, day care has been placed at the bottom of the list. New day care facilities must become a national priority.

Last year, I introduced the Day Care for Working Families Act of 1987. That bill will provide special guaranteed loans for the construction of day care centers. It will establish employer, community, day care councils to provide resource and referral services for employees, and grants for the expansion of day care facilities and support for day care for handicapped children. The legislation will also provide financial aid for low-income families. One dollar invested in day care saves three dollars in welfare.

One dollar invested in day care saves three dollars in welfare.

I believe that this should be a priority issue for our Government. I believe that conservatives and liberals and Democrats and Republicans and Northerners and Southerners and Easterners and Westerners all are facing this challenge. If mothers and fathers can work and know their children are secure, then they produce more taxes for the Government and reduce the deficit.

We need help in order to move this bill in the Senate. We need grassroots testimony to the importance of day care in people's lives. That is why I am here today in Cleveland to hear from parents and day care providers and experts in the field.

Eight years ago, when I authored and passed legislation expanding the day care tax credit, I spoke on the floor of the Senate about how we had fallen far behind meeting our day care needs. I remember on that day care tax credit bill that the administration fought us, and I remember meeting in the office of the Vice President. He was not present, but Paula Hawkins, the Senator from Florida, and I met with Mr. Regan, who was then chief counsel to

the President. We just said to him, "We are going to pass this whether you want it or not." We finally got the administration to roll over and let us go forward with our legislative proposal.

But now is the time for us to make sure that eight years from now we are not stuck in the same rut that we have been in with long waiting lists and problems with quality and affordability. It is one thing to have a tax credit, but it is another thing to be able to have a place to put your child and feel secure that when you leave that child there that the child is in good hands.

I conducted a hearing along the same line down in Columbus, Ohio, and I must tell you, I felt pretty upset about the fact that the people were very well motivated, well intentioned. But it concerned me that most of the people working in those day care facilities there were getting minimum wages, $3.35 an hour, which is an absurdity.

I hope we can come to grips with this critical problem, and I will do all I can to make day care the priority the next session of Congress.

Excuse me for speaking at such length, but I feel rather strongly about the subject.

Our first panel consists of Jeannie Aldridge, South Euclid, Ohio; Chris Scuilli, Shaker Heights, Ohio; Deborah Rex, Covenant Early Childhood Program; Syrinthia White, Covenant Early Childhood Program; and Esperanza Moreno, Cleveland, Ohio.

I am going to ask you to proceed and make your statements. I do not want to give you an exact time limit, but I would say be reasonably brief. Jeannie Aldridge, do you want to proceed?

STATEMENTS OF JEANNIE ALDRIDGE, SOUTH EUCLID, OH; CHRIS SCUILLI, SHAKER HEIGHTS, OH; DEBORAH REX, COVENANT EARLY CHILDHOOD PROGRAM; SYRINTHIA WHITE, COVENANT EARLY CHILDHOOD PROGRAM; AND ESPERANZA MORENO, CLEVELAND, OH

Ms. ALDRIDGE. My name is Jeannie Aldridge. I am from South Euclid, Ohio. I have two children: a daughter, Sonia, who is now 8 years old; I have a son, Sean, who is 5.

Prior to 1986, I was a full-time housewife. In 1986, I became a single parent head of household, and I needed to provide a substantial income for both my family, my children, and myself. At that time, I needed to improve on my skills that I had in order to go out and make a substantial income.

I went to the Human Services down in Euclid and applied for Chapter XX. At that time, there was no day care available in my community for my child to attend. They recommended that I go to the scholarship program.

I went to the scholarship program; I put in my application; and I was accepted immediately. There in 1986, I was able to go to school, have my child in a day care center that I felt comfortable with, which I felt was of quality standards, and I felt he was getting better than just day care service. Also, he was getting a schooling input ready to go to public school.

This was in 1986. From 1986 to the present time, I am a student full-time at Cuyahoga Community College Eastern Campus in the

nursing program. I should be graduating the fall of 1988. Had it not been for the scholarship program day care center, I would not have been able to go to school to achieve my goals and, therefore, be able to by the end of this year apply for state boards to become a registered nurse.

Therefore, the funding, the availability and the quality of day care center that I was able to put my child in has helped me to achieve my goals.

Senator METZENBAUM. Tell me, Jeannie, what will you do after finishing your training about day care at that time?

Ms. ALDRIDGE. I will be as supportive to all day care centers as I can. I would like to recommend that certain day cares implement different types of educational programs for the children other than just to be a babysitting-type organization, but also to enhance their learning abilities.

Senator METZENBAUM. Without day care, what would be your career plans at the moment?

Ms. ALDRIDGE. I would hate to think of it. I really do not know. Either I would be totally dependent upon welfare, I would not be as far along in obtaining my goals as a registered nurse as I am now. I really do not know, and I really would not like to think about it.

Senator METZENBAUM. How far are you from becoming a registered nurse?

Ms. ALDRIDGE. I have the end of this year, the fall quarter of 1988, and September of 1989 I should be able to apply for state boards.

Senator METZENBAUM. Great. Great story.

Chris Scuilli, will you tell us your story, please?

Ms. SCUILLI. Well, my name is Chris Scuilli. I live in Shaker Heights with my husband, Scott, my 10-year-old daughter Zoe, and my year-old son Andrew.

It has been my experience in the last ten years as a parent that the day care situation has not changed. Quality, affordable day care is as elusive as ever.

Today, as it was with my initial experience, day care is still inaccessible, expensive and over-crowded. It is not uncommon to be placed on long waiting lists for quality centers. It is not uncommon to have few referral services available, and it is not uncommon to pay a substantial portion of your take-home pay for the privilege of having your child in a quality center. The ability to afford quality day care is apparently a privilege determined by economic circumstances.

When my husband and I made the decision to have another child, we were confident that these situations would have changed; that certainly in the 1980s day care would have magically corrected itself; it would be available, high quality and affordable. This has not been the case.

Financial necessity dictated that I would have to return to work after my son was born. I immediately started looking into what was available. In the past, I had been placed on waiting lists that took anywhere from six to eight months and even a year to clear. Referral services that we were able to contact would only give names of in-home day care providers, not references, and likewise

for centers. Clearly, we would have to rely on word-of-mouth recommendations.

When I contacted centers in my area for information, I found that there were still long waiting lines, and that the price had almost tripled over the past few years. Also, many day care centers do not take infants. This narrowed our choices considerably.

In order to be placed on a waiting list, I began interviewing day care centers immediately, and I would like to add that while the work force has increased, the number of day care centers seems to have held constant.

Senator METZENBAUM. The number of day care centers?

Ms. SCUILLI. There does not appear to be more day care centers for the amount of people who have entered the work force over the past few years.

I interviewed the day care center that my year-old son currently attends the day he was born; in fact, I was in the early stages of labor. I continued the interview because it was so important to me to have a place to put my son after he was born. [Laughter.]

Luckily, this ensured that he did have a quality place to go to eight weeks later when I was scheduled to return to work.

Placing our son was one issue. Cost was another. Recently, his day care center has increased their rates. Day care is now a major line item in my budget.

Senator METZENBAUM. How much is it?

Ms. SCUILLI. It is $320 a month.

Senator METZENBAUM. How much?

Ms. SCUILLI. $320 a month, $80 a week. Those months with five weeks really get to us. [Laughter.]

But it is second only to our monthly rent. It is larger than all of our utility bills combined, and it is almost equal to the taxes withheld from my paycheck. Day care is as much of a necessity as the rest of our household expenses.

While you are allowed to take a deduction out of your taxes for day care, it certainly does not lessen the blow of the monthly outlay.

Senator METZENBAUM. It certainly what?

Ms. SCUILLI. Does not lessen the blow of the monthly outlay of the day care expenses. There are other decisions that you make, too, that you do not like. We have a 10-year-old daughter who currently comes home after school because we cannot afford the extra $90 a month for day care programs.

Senator METZENBAUM. Did I understand you to say that there are waiting lists to get into day care centers of six to eight months?

Ms. SCUILLI. Some were that long.

Senator METZENBAUM. What are you supposed to do with your child during that period?

Ms. SCUILLI. When my daughter was younger, I was quite lucky to have a position where I could bring her to work with me. She came to work with me for four months while we were waiting to be placed.

Senator METZENBAUM. That is the older daughter?

Ms. SCUILLI. Yes. That was a few years ago. The situation certainly has not changed a bit.

Senator METZENBAUM. Your oldest child is ten years old.

Ms. SCUILLI. Yes.

Senator METZENBAUM. Have you noticed any changes as far as availability, cost and other factors with respect to day care centers in that ten-year period?

Ms. SCUILLI. The cost has tripled. I do not think there are any more available, and I do not think that there are any more centers than there were ten years ago.

Senator METZENBAUM. Why do you choose one day care center as against the other? When you say you interviewed for day care centers, were you interviewing them or were they interviewing you?

Ms. SCUILLI. I was interviewing them. [Laughter.]

Senator METZENBAUM. I do not know whether you had to qualify in order to go.

Ms. SCUILLI. Actually, some day care centers do. If you do not fit into their philosophy, they may not take your child.

Senator METZENBAUM. Are you satisfied with the quality of day care that your child is now receiving?

Ms. SCUILLI. Yes, absolutely.

Senator METZENBAUM. Thank you for your testimony.

Ms. Debbie Rex.

Ms. REX. My name is Debbie Rex, and I am the mother of a five-year-old son named Danny who attends day care here at Church of the Covenant. My husband recently graduated from Case Western Reserve Law School, and he is currently an attorney with the Cuyahoga County prosecutor's office.

I am here today primarily to speak of my family's experiences with child care as well. However, in preparing and delivering this testimony, I really cannot divorce my personal experience from several other roles that I had which have given me a broad perspective on this issue. Those other roles are that I professionally am the Executive Director of Bell Flower Center, which is a child abuse prevention agency here in Cleveland. I am the President of the Parent Council of the Covenant Early Childhood Programs, which means I am a representative of all the parents in the center here. And I am the Chairperson of the Citizens Advisory Committee on Children's Services of Cuyahoga County.

So I am wearing four hats today, and in each of them, I have deep concerns about this country's attitudes toward and policies concerning the families in this country.

Speaking first from my own experience, when my son was born five years ago, I was allowed six weeks' maternity leave, unpaid, by Bell Flower Center.

Senator METZENBAUM. Unpaid.

Ms. REX. Unpaid. When I returned, I felt emotionally unable to separate from my son at only six weeks for eight hours-plus a day. Fortunately, as this woman stated, I was able to bring my son to work. That was not stress-free. There was a strong price to pay, but at least I felt like I was able to preserve that bond by paying a graduate student to come to Bell Flower Center and watch my son when I had to be in meetings and things like that.

At six months, my son definitely needed full-time attention, and so I did end up seeking child care. It was a maze trying to find someone who would watch an infant who wasn't already caring for

four or five other infants, which was an unacceptable option for me.

The woman that I finally settled on was recommended to me by a friend; she had cared for her daughter. This woman, it turned out, did not like babies who cried, which she let us know at every option that our son was too fussy. And after two months of stress and worry and tension, my husband picked my son up one day early and found him screaming upstairs alone in a bedroom. The sitter said he had been up there for an hour because we had spoiled him and he needed to learn to "cry it out." This is, in my opinion as a child abuse professional, only one step away from child neglect.

Well, needless to say, I took my child out of that home, and he was next cared for by a friend of mine who has three young children of her own. This situation was much better because at least our philosophies on parenting were similar, and I knew that going in. But there still were problems. Whenever she or her kids were sick, I would end up at 7:00 o'clock in the morning with no day care.

When my son was 15 months old, my friend left for a two-week vacation. I scrambled and was able to come up with a temporary solution, even though it was very difficult on my child at 15 months of age to go from one caretaker he was familiar with to another. I did get a temporary situation lined up only to receive a letter from my friend saying that she needed more time away from Cleveland and was spending additional time with her family. So that two weeks for which I had planned became seven weeks of transitional, fragmented care which was extremely stressful for our entire family.

Finally, when my son was two-and-a-half, a space opened up in the toddler center here at the Early Childhood Programs of the Covenant, which is only one block away from where I work. I had been on the waiting list for almost a year, but I was convinced that this center, because of its reputation for quality care and its accessibility to me from where I work, was the one I wanted to be at.

When I brought Danny here, the bulk of my child care concerns of quality and consistency of care have been alleviated. This is a fabulous center. It is very child-oriented; it is also very family-oriented, which for me means that it helps the parents still be the parents, and it facilitates their role in their child's life, which has not been the experience of some of my friends with other day care centers. And I could not be happier here.

Senator METZENBAUM. What do you pay here?

Ms. REX. I pay $289 a month this year.

Senator METZENBAUM. Actually, you have to have a pretty good income to be able to pay $289 a month.

Ms. REX. Absolutely. And I think that I am very lucky to be able to afford the price tag that comes with quality care, and I wish that every family were as lucky.

Senator METZENBAUM. I would think that those who think that $3.35 is still an adequate minimum wage ought to recognize the inconsistency of 3.35 as a minimum wage at almost $70 a week, about $65 a week just for day care if you want to work.

Ms. REX. Right.

Senator METZENBAUM. It is just an absolute contradiction in terms.

Ms. REX. That situation does face at least one of our employees here at Church of the Covenant, who also has a child in care.

One problem faced by working parents that is not solved even by top quality centers like the Covenant is that of sick children. Now, I am a firm believer that when a child is sick, he needs his Mom or Dad, but there are many days that are marginal days when the law does not allow children to be in day care centers but where the child really is well enough that he or she could be around other children. A major crisis that that posed for me with my child was when my son was three and he had the chicken pox. It caused seven working days' problem. Three of those days I was able to juggle my schedule and get free, and I stayed home with him. Those were the days he was sick, and I felt that I should be there. Two days, my mother-in-law, who really is not capable of caring for a young child, came from Carmine and stayed with him for two days which were very nerve-wracking for all concerned. For the final two days, my mother left her job and flew in from Indiana to take care of my son.

There are many other less dramatic but equally troubling bouts of conjunctivitis and fourth and fifth days of ear infections and things like that. But suffice it to say that sick child care is still a problem.

Our council here at Church of the Covenant has taken this on as a project, but to date we have not been able to come up with any satisfactory solutions that address the child's needs, the family's needs, and the law.

Because of my various roles, I have come to know a lot about child care in this country and this community, and I would like to take just a minute more to share some of these with you. Adequate quality child care is simply not available to meet the needs of families. That is especially true for infant and toddler, as you mentioned, and also for school-age children like this woman's ten-year-old daughter who, because of cost factors or because of lack of availability, have to come home alone to an empty house, which is extremely frightening for a child, if not downright dangerous. Again, wearing my child abuse prevention hat, I just find that an unacceptable alternative.

The high cost of quality child care is prohibitive, and many loving, concerned parents must settle for care they know is inadequate. In our center, one problem that we face always is that Title XX rates are so terribly low and inadequate to pay for the care of a child. In fact, every child that we enroll here who is a Title XX child, the center loses money on which has to be subsidized either by the Church of the Covenant or by the other families who pay in the program. So if it were not for the fact that the Church of the Covenant and our programs are very philosophically committed to serving a wide diversity of socioeconomic levels, we would not be able to accept Title XX children and still deliver the kind of quality care that we do.

I want to say that this is not a mother's issue. This is not a poverty issue. This is not even a young family's issue. The child care problem in this country is one for employers who want to be able

to recruit and retain employees and for a society that needs high productivity. You are not going to be productive if you are busy worrying about what child care arrangements you are making for the next day or whether or not your child's getting adequate care.

In addition, stressed parents and children experience more conflict, making families less stable. And I hate to think how that bodes for the future of this country if we undermine the stability of families.

My recommendations and opinions include the following: The Federal Government must take ownership of this national problem and step up its efforts to commit the resources to find solutions. Families are the backbone of our society. It is an appropriate role for this Government to play.

This is a large and complex issue that cannot be solved in a patchwork way. We really have to look at the problem in all of its diversity and all of its complexity to come to adequate solutions. This has already been done in many other countries, and it is not unorthodox in those countries. The solutions are already developed. We simply need to make a commitment in this country to solve the problem here and make children the top priority that they really need to be.

Another concern I have is the pending legislation concerning parental leave that is pending in Congress. I believe it must be passed, but I believe in its present form it is still inadequate to give parents job security for a sufficient amount of time to truly bond with the child in a way that is needed for healthy child development.

The American Government and society really must get into the 1980s. As you were saying, Senator, the days of Ward and June Cleaver and the '50s Happy Days are over. The family has changed in this country dramatically and permanently. From welfare families to dual career professional families, this issue is a critical one that is not going to go away. It affects us all individually and collectively. I believe we must put the children of our country at top priority because they are our future.

I want to say, Senator Metzenbaum, that I very much appreciate your own concern on this issue and your leadership in this area. I wish that you were not such a minority in trying to find solutions to this country's day care problems.

Senator METZENBAUM. Well, thank you very much for your comments. I think you can be helpful. I think everybody in the room can be helpful.

I think letters to the editor, letters to your Congress persons, letters to your friends around the country or calls, urging them to call upon their Congress persons and their Senators to get into this issue. It is an issue that is soluble.

I want to repeat what I said in my opening statement. We deal with a lot of issues that are not easily solved. This is an issue that can be solved. This is an issue that is not a budget buster. This is an issue that, if you spend some money to help create the day care centers, you will get much more money back because people will be working rather than being on welfare.

I need you and you need yourselves to go out and carry the message, and letters to the editor, calls up Congress persons, the other

Senator in this area—although I am sure he will be supportive—all help, and word of mouth throughout the country, because we can do something on this issue. When I had the support of a Senator such as Paula Hawkins—who was subsequently defeated, but I am sure it is not cause and effect, hopefully. [Laughter.]

But the fact is it is an issue for such a cross-section of people. It is not just poor people. It is middle income people, and, yes, it is people who are rather wealthy as well. Because even people who have big incomes, $70,000, $80,000 a year, cannot afford to hire somebody to come in the home and to work for them because that kind of help is extremely expensive today. So they need day care centers.

I strongly urge you to carry the message around the country as well as throughout this community. Thank you for your testimony.

Ms. Syrinthia White, we have to hear from you.

Ms. WHITE. Good morning, Senator Metzenbaum. I am Syrinthia White, a parent from the Covenant Early Childhood Program. I have worked for Case Western Reserve University for nine years. I am currently a secretary at the dental school. I am a single head of household with two children. Anisa, my daughter, is five years old. Germaine, my son, is nine.

Anisa has been at this day care center since she was 18 months; Germaine attended the all-day kindergarten program and now comes to the summer program each year.

With my current income level, I qualify for Title XX funding. The tuition for the day care is about $289 a month; with Title XX funding, I pay approximately $2 a day for day care.

I am glad to have my children enrolled at this day care program. For Germaine, I waited about three years on a waiting list to get him into the program. With my daughter, I got her enrolled at the earliest possible age, which was 18 months.

For his first four years, Germaine stayed with relatives or neighbors. This situation was tough at times because my relatives would get sick, have doctor's appointments or other appointments, and would call me at the last minute to let me know.

On one occasion, a neighbor who was watching Germaine had tuberculosis. I did not find out until several weeks later that she had this, and I had to immediately take him to the doctor to get tested for tuberculosis, which was negative but it was a very scary situation since I did not find until several weeks later that she had it. I knew that she was ill, but I did not know that was what she had.

I now have much more peace of mind that my children are in this day care program. No longer do I have the last-minute chore to find a substitute sitter. I know that my children are being taken care of by a staff who cares about them. I can devote my attentions to my job while I am at work. There is a lot of learning going on here: gymnastics, swimming, dancing, and art. My daughter at times does not want to come home. When she comes home, she is excited to tell me about her day here at the Covenant. She is getting a head start on her learning and social skills.

I have looked at other day care centers for my children, but they were crowded. Here at the Covenant, there is a very good teacher-student ratio which the children can get much more attention than when it is very crowded. Quality day care is important to a work-

ing mother like myself. It gives me a peace of mind and helps my children to grow. It is a necessity for me as well.

Thank you.

Senator METZENBAUM. Thank you very much, Syrinthia.

If there were not day care, you would probably be on relief now?

Ms. WHITE. Yes, I believe so. If not on relief, if I would not be able to have my children in a day care program, I would probably have to continue with a neighbor or a relative for day care for them.

Senator METZENBAUM. Which is a totally unsatisfactory arrangement as far as you are concerned?

Ms. WHITE. Yes, it is. They leave them alone at times, go downtown or go to the store. It is very scary.

Senator METZENBAUM. Some people think that day care is a luxury, not a necessity. Do you think so?

Ms. WHITE. No. Day care is a necessity. It helps the children.

Senator METZENBAUM. Syrinthia, I do not want to pry into your business, but how much do you have deducted from your payroll each week for Federal taxes? Do you have any idea?

Ms. WHITE. Each week?

Senator METZENBAUM. If you know. Each month or whatever?

Ms. WHITE. Monthly it is about $128.

Senator METZENBAUM. You have deducted $128?

Ms. WHITE. Right, and the net income is $554.

Senator METZENBAUM. Pardon?

Ms. WHITE. My net income is $554 a month.

Senator METZENBAUM. And they take out $128 a month in deductions for taxes?

Ms. WHITE. Yes, approximately.

Senator METZENBAUM. For those whose arithmetic is not so good, I would just point out that assuming a 20- or 22-day month, she is paying out of that $2 a day for the day care. I would guess the Government is picking up the balance. My opinion is the Government is probably doing reasonably well, and she is not a high-paid worker.

In other words, they are providing subsidy through Title XX for this day care program. She is paying part of it, and then she is paying $128 a month back to the Government in taxes which she would not be doing if she were sitting at home.

I just think it is good economics for the Government and also good for the children of this country if we have an adequate day care program.

Thank you for your testimony, Syrinthia.

Ms. WHITE. You are welcome.

Senator METZENBAUM. Esperanza Moreno, we will be happy to hear from you.

Ms. MORENO. Hello, Mr. Metzenbaum. Nice to be here.

Senator METZENBAUM. Nice to have you here.

Ms. MORENO. My English is not too good, but I will try my best.

Senator METZENBAUM. Habla Espanol, I could probably——

[Laughter.]

Ms. MORENO. Gracias.

My name is Esperanza Maria Guadalupe Salsa de Moreno. I am a Mexican-American. Yesterday when I was at work, I received a

phone call and someone said it was an emergency. So right away, of course, being a parent of four children, I said, my God, something happened. But when they said it was Title XX, I said, oh, it is an emergency. Because I feel just like any other parent here in this panel. I do not have a paper. I sat down and wrote something, and I threw it away. I went to sleep and dreamed about it and woke up, of course. And on my way here I said, "I know what I will do. I will just say what I have to say."

What I have to say here, Mr. Metzenbaum, is that Title XX has done so much for me that it is really unexplainable. I will do the best I can. I will go back five years. I was on ADC or should we say relief program, or, as the Hispanic people put it, under Alfredo, which is welfare.

Someone said, you know, Mona—which is my nickname—she says, "You do good hair. Be a cosmetologist. See if you can get a Government grant." I said, "Oh, my God, me a cosmetologist?" I said, "Fine."

So I went to apply, I got the Government grant. I said, "I'm ready." I went to talk to the school. I was accepted, and they said, "You have children." I said, "Yes, I do." She said, "Well, let us see if we can find a center for your children."

So I could not find one, and my children were put in a babysitter's house. I started school. One day I went home, and I went to pick up the children. I went home because the air conditioner was turned off at the school. So I went home early. At that time, it was like 92. It was a hot summer day, 92 degrees. My children were inside the house because they were too small to play outside, and it was not fenced in. The babysitter was watching soap operas. Of course, I knocked on the door, and she did not answer, so I walked in and played along with her and sat down, and I says, "So what's up in 'General Hospital'?" She says, oh, this and that, that and this. And I said, "What happened on 'One Life to Live'?" And she went on. So I added one and one. I said this lady has been watching soap operas. My children are here. Everyone else was outside.

Finally, I talked to someone that introduced me to West Side Community House, and they said that I would have a good chance to go under Title XX, which will help me provide for a day care center. I did so and I went down on Euclid, 30th and Euclid, and the lady said, "You are eligible." So I continue my school.

Two years ago, I graduated from Vogue Academy downtown, a beauty academy, and I went to work for myself. I went to work at a beauty shop, and then I figured that I could give a little bit more. So now I am an instructor at Shaker Heights, Marpel's Beauty Academy. And I work there.

Without Title XX, I would not be able to work for the simple reason I only bring home $150 a week. I have four children, and as the ladies here in this panel have mentioned, it takes a lot of money to pay for day care.

I want to proceed with my career. One day I would like to teach for the Board of Education in cosmetology, but I need more schooling. That is what I am looking into now, to take a little bit more schooling. But if I do not have Title XX, I cannot do that.

$150 really is not that much, but for a mother of five who was on welfare five years ago, it is a lot. And you do not have that pres-

sure that you stand in line with your food stamps or you go to Metral. Just the word Metral, everybody knows that was a county facility, you know, for medical. But now I can say, hey, I got Kaiser, you know. I go shopping. I can buy milk when I want to buy milk. I can go and take my children to the movies when I want to take them to the movies.

Title XX has not only made my dream come true, but I also have hope for further future, for more dreams and goals.

Senator METZENBAUM. Title XX is making it possible for you to have your children in day care centers?

Ms. MORENO. Yes, it does. And when you drop your child at a day care center and the child tells you, "Mommy, have a nice day," you know, you say "Wow." You know that the center, the West Side Community House, is really—not only that, but it made me—I am involved with the parent committee. I am involved with our early childhood program, and I also am trying to do some volunteer work on Mondays, my day off, to work in—I think it is a battered women center. I would like to volunteer my time because I know I can give more to the community.

Senator METZENBAUM. Thank you very much, Ms. Moreno. Your testimony is very helpful.

You did confuse me at one point. You have four children?

Ms. MORENO. Yes, I do.

Senator METZENBAUM. I thought at one time you said something about as a mother of five children. I got a little confused.

Ms. MORENO. Did I? [Laughter.]

I am positive there is not one on the way. It is four children, two boys and two girls.

Senator METZENBAUM. Very good. We are very happy to have your testimony. It is very helpful. Thanks to all of you for your testimony. That completes the testimony of our first panel. We will proceed to the second panel.

Are Barbara Kurtz and Billie Osborne here? I have the feeling that both of you could speak for the balance of the morning if I permitted you to. I do not intend to permit you to do so. As you know, we have four panels this morning. We are very happy that you are here. We are very appreciative.

I want to publicly express my appreciation to you, Barbara, for permitting us to hold the hearing here, for permitting me to visit the day care center today, as well as about a week ago. As you might guess, in my own activities I travel around a fair amount to various plants, to senior centers, to competing programs, to environmental groups. I do not think I enjoy anything more than coming to the day care center and just playing with the children.

If people should misjudge and make a mistake and not send me back to the United States Senate, I may come here and apply for a job. [Laughter.]

Ms. KURTZ. We would be delighted.

Senator METZENBAUM. I do not think I am going to be available, but sometimes it may be a lot more fun than what I do on the floor of the Senate.

Barbara Kurtz, please proceed.

STATEMENTS OF BARBARA KURTZ, DIRECTOR, THE COVENANT EARLY CHILDHOOD PROGRAMS; AND BILLIE OSBORNE, PRESIDENT, TITLE XX COALITION, AND DIRECTOR, EARLY CHILDHOOD AND YOUTH SERVICES PROGRAM, NEIGHBORHOOD CENTERS ASSOCIATION

Ms. KURTZ. Senator Metzenbaum, the Church of the Covenant, the staff and I would like to welcome you to the Covenant Early Childhood Programs and thank you for selecting us as the site for this very important U.S. Senate hearing on child care.

The Covenant has a 40-year history of commitment to providing quality early childhood services to the Cleveland area families, and we strongly support your efforts to expand services such as ours to the greater community.

Senator Metzenbaum, your bill which is currently before the Senate is very timely as the child care industry is facing a crisis in this country. In the past 25 years, day care has moved from a service used primarily by low-income, single-parent families, to a service that is used and needed by families of all economic levels. The demand for quality child care service is far greater than the availability of those services. The crisis that I referred to centers around how we are to fund child care services in this country.

Currently, day care services are being paid for by three groups. These groups are children, staff and parents. Children are paying for day care by being placed in substandard settings, settings which operate using only minimum standards and high staff-child ratios. By maintaining these high staff-child ratios—for example, in Ohio it is a one-to-fourteen per the Ohio licensing law, versus a one-to-eight which is recommended by the NAEYC accreditation standards—that cost can be reduced by having high staff-child ratios.

Staff who work in centers are paying for child care services by accepting substandard wages. For example, workers in child care centers earn $10,000 or less compared to a $16,000 to $18,000 a year salary for a public school teacher for only nine months, even though they have the same educational background.

In addition to the low salaries, these caregivers are often without any benefits, including such basic benefits as paid vacation, paid sick leave, and health insurance. A study completed by the National Association for the Education of Young Children in 1984 found that of the more than 3,000 caregivers who completed the survey, less than 1,000, less than a third had health insurance, which I think is very basic for employees.

Because of these low wages, the annual rate of staff turnover is more than 50 percent compared to less than ten percent in a public education system, who, of course, has the higher salary rates. Here again, children are being asked to cover the cost of care by being cared for in settings where this is a continuous caregiver turnover.

Clearly, the child development research shows that highly trained staff that can provide continuity and care is a major component of quality child care. Yet our current system of funding child care services does not support this basic component.

We are in an apex in the day care industry. Either we provide the necessary financial and moral support needed for quality child care services in this country, or we will see the industry succumb

to an efficiency model, such as the fast-food chains, that will encourage high staff-child ratios, high staff turnover, low staff wages and no continuity of care for young children.

The third group that is currently paying for child care, of course, is the parent. However, most parents have a limited ability to pay the high cost of good care. If we consider that the average wage of a woman in this country is less than $10,000 and that of a man is $16,000, and the cost of care being between $2,500 and $4,000 a year per child, clearly parents cannot make ends meet. Most parents that I serve are having a difficult time paying for child care, yet the care that they are buying is only able to support minimum wages for staff.

If parents were asked to pay the child care costs that would support higher staff salaries and lower staff-child ratios, very few, if any, parents could afford the $5,000 to $9,000 a year it would cost per child.

What is the solution to this dilemma? First, as your bill provides, increase funding to the very successful Title XX program to make child care services available to more income-eligible families. Here at the Covenant, we have many families on our Title XX waiting list that we cannot serve for lack of funds. Our current Title XX contract for this center only covers 15 children, and yet we are licensed for 125 children. But the money available in this county is very limited, and so it does not meet the needs of the clients who are needing the service.

Senator METZENBAUM. What portion will Title XX pay? What is the maximum?

Ms. KURTZ. In our center, the Title XX is paying us $10.07 a day per child on Title XX. Our private families are paying approximately $14 a day. So we are having to subsidize approximately $4 a day for each Title XX child that we are serving.

This organization is making that commitment to do so because the church has had a long history of committing to serving all families regardless of income, and so we are subsidizing the Title XX program as best we can at this point.

Secondly, we need to provide incentives to employers who also benefit from quality child care services. We need to encourage them to support day care services for their employees. Presently, the Covenant is working with University Hospitals of Cleveland to open a new child care center for its employees. University Hospitals, as a major employer in Cleveland, is taking a leadership role among employers by providing the necessary supports to make child care available to their employees. The new site that they are opening up is just down the street, and it will include infant care for approximately 90 children.

Third, we must recognize that quality child care is costly and that children, staff and parents can no longer be expected to bear the burden of that cost. Quality child care services are good for the country, and they are good for our gross national product. It is in our best interest to fund quality services on the Federal level, just as we have done in higher education. For every dollar we spend on quality child care services, we save three dollars in welfare and rehabilitation services cost.

Quality child care services are no longer a family issue. Rather, it is of vital national interest that we meet this national problem and solve it.

Thank you, Senator.

Senator METZENBAUM. Thank you very much. We appreciate your excellent testimony and your gracious assistance in helping us put this together.

In your testimony, you refer to a crisis in day care. Why has this crisis suddenly come about? Is it that there are more women working in the workplace today? Or are there other reasons?

Ms. KURTZ. Well, actually, I would say from my own history, I was looking for child care in the early 1960s. It was a crisis for me at that point, also. We could not find child care that was what we were looking for.

What is happening is clearly more and more women, as we all know, are in the work force, but the day care industry does not have the resources to expand services in this country. Child care in the United States is primarily—the major provider of child care are churches in this country, provide the child care. And in organizations such as ours, we are a not-for-profit organization. We do not have any capital to go out and try to build new facilities. We have to make do with what we have.

I think that most of the child care that is available, they have the same situation. They do not have the resources to expand, and also the fact especially with infant and toddler care, it is very costly. If you are going to even pay basic minimum wage salaries and provide some basic benefits when you get into infant care, we are talking about costs the parents cannot afford. So centers are put in a real bind. They know that the need is there. They do not have the resources to get it going, pay for it, get it arranged. And yet they also know that nobody can afford to pay for it. So it is a real crisis that we are in.

The people right now, the parents and children and staff that are trying to pay for day care, and the burden is too great.

Senator METZENBAUM. Is there any budgetary estimate as to the amount that the Church of the Covenant expends, including the value of heat and light?

Ms. KURTZ. Yes. The church, along with the institutions here in the circle who provide lots of in-kind services to us, we estimate that package is worth about $100,000. It would add another $5 a day per cost to a parent if they were having to pay for it.

Senator METZENBAUM. What is the University Hospital day care program? What will that be like?

Ms. KURTZ. It will be for the hospital employees. The hospital is renovating a facility down the street. They are paying all the costs of that renovation. They will pay for the ongoing maintenance, the utilities, the leasing costs, the rental costs. They will subsidize part of the operating costs, and they as an employer have at this point agreed to pick up any operating deficit. They are really committed to trying to provide care for their employees.

Senator METZENBAUM. Thank you very much for your testimony.

Ms. Billie Osborne, President, Title XX Coalition, and Director of the Early Childhood and Youth Services Program, Neighborhood Centers Association. Good to have you here.

Ms. OSBORNE. Good morning, Senator. Since you have said who I am, I can eliminate that piece.

As the staff person at Neighborhood Centers Association, I feel compelled to say that we are the largest provider of child day care services in Cuyahoga County, serving over 500 children daily in nine day care centers. Eight of these centers are Title XX funded, and all nine receive United Way funding which allows families who are not eligible for Title XX to pay for their day care on a sliding fee scale.

We also contract for day care services for approximately 1,400 children yearly with the Job Training Partnership Act through our Manpower Supportive Services Program.

As the Chairperson of the Title XX Child Day Care Providers Coalition, we have a membership of 42 members, which includes 35 Title XX contracted day care centers and represents over 1,500 families. My focus today is on the need for available, affordable, and quality child day care. The need for child day care is related to income and the extent to which parents at all income levels can afford quality care. It is related to welfare and the degree to which provision of child care frees parents to work and reduces dependency on public subsidies.

The relationship between child day care and self-sufficiency are viewed as being strong because child day care benefits both the child and family directly. It provides preschool education for the child and provides the opportunity for the parent to work or acquire skills that will lead to employment, which together can eliminate or reduce the need for dependency on public assistance or remedial programs and services.

I think that when we talk about child care and day care, and especially quality child care, we also have to look at the savings that will come about due to educational or preschool programs with our children, especially here in Cleveland with the situation of our public education institutions. The latest quote that was in the Plain Dealer is that one dollar for preschool education will save four dollars down the road in remedial.

Senator METZENBAUM. The employees of the Neighborhood Day Care Centers, which are part of your group, are they paid the same kind of money that Ms. Kurtz mentioned, about $10,000 a year? Because in Columbia, Ohio, many of them told me they were getting minimum wage, $3.35 an hour. What is the situation with the Neighborhood Day Care Centers?

Ms. OSBORNE. It varies. It varies throughout our day care centers. Staff who have been employed for 10, 15 years—and we have quite a few of them—their salaries are a little bit higher. But incoming staff, because there is a shortage and because there has been some decreases in some of our different funding bases, some of our employees are coming in at $3.35 an hour. However, we do have some coming in at $10,000 a year.

Senator METZENBAUM. At $10,000?

Ms. OSBORNE. Yes, but we do have some at $3.35 an hour also.

Senator METZENBAUM. The Neighborhood Centers are a hundred percent financed by Title XX, or are there supplemental payments made by the parents?

Ms. OSBORNE. There are supplemental payments made by parents, fund-raising, and we have United Way dollars also.

Senator METZENBAUM. You have what?

Ms. OSBORNE. Some of our United Way dollars subsidize Title XX.

Senator METZENBAUM. How much do you get from United Way?

Ms. OSBORNE. From United Way, for child day care, somewhere in the area of $400,000 for all of our day care programs. But we have nine day care programs.

Senator METZENBAUM. I see. Please proceed.

Ms. OSBORNE. The Children's Defense Fund reported in 1982 that the supply for child care lags far behind the demand. Federal, state and private sector support has never kept up with these needs. In greater Cleveland, current demand for subsidized child care services for all ages—infants, toddler, preschoolers, and school-agers—exceeds the capacity available for programs.

In addition, child day care services are not available in all geographic areas in relation to demand and are not provided always at the level consistent with the developmental needs of children.

According to the Federation for Community Planning's 1982 child care in Cuyahoga County, there were 46,710 children between the ages of birth through nine years. We had working parents whose families must purchase organized care for them. At the time the community was able to serve only 11,542 of these children in child care centers.

Senator METZENBAUM. There were 46,000 in need, 11,000 being served, approximately?

Ms. OSBORNE. Yes. Those were in 1982. However, I think that later on in the panel you might hear some updated statistics. If not, because there has been a Child Day Care Planning Project going on in this community for the last three years, later on this year a report will be issued that will give some updated figures on what the demand and the capacity is.

Demographic trends indicate the need for child day care will increase over the next five years as mothers continue to enter the work force. This trend, coupled with the increase in female-headed, single-parent families with young children, will continue to increase the need and demand for subsidized child day care services.

The Ohio Children's Defense Fund's 1985 Day Care: Investing in Ohio's Children reported that since 1981 the amount of Title XX dollars available for day care has fallen sharply.

Senator METZENBAUM. Since when?

Ms. OSBORNE. 1981.

Senator METZENBAUM. The amount of dollars available for day care has fallen sharply. How sharply? Do you know the numbers?

Ms. OSBORNE. Yes. I know the numbers in Ohio. The Reagan Administration cut Title XX funding at the national level by 21 percent. The net result in Ohio was a 32 percent reduction in Title XX expenditures from 35 million in 1981 to 24 million for day care in 1985. This resulted in 25,000 fewer children receiving services through Title XX-supported day care programs in 1985 than in 1981. A 65 percent reduction.

Since 1985, however, because we live in the great state of Ohio, Ohio has been trying to make up for that $11,000 cut that we received here. However, we have not been able to make up the——

Senator METZENBAUM. Eleven thousand?

Ms. OSBORNE. I mean 11 million. I am sorry.

Senator METZENBAUM. A few zeros.

Ms. OSBORNE. We wish it was only 11,000.

However, we have not been able to make up the whole 11 million.

In Cuyahoga County, over 800 children who were eligible for Title XX subsidies in this last fiscal year were denied service due to the lack of available funds. In 1985, fewer than ten percent of Ohio's day care centers had Title XX funding assistance contracts.

Another issue for counties in Ohio, just to emphasize the position that parents are in, is that counties are no longer allowed in the State of Ohio to have waiting lists for day care for Title XX. As a result of that, our counties have had to develop priority systems. These systems knock out a lot of parents.

Senator METZENBAUM. They are not allowed to have waiting lists? Why is that?

Ms. OSBORNE. Well, I think it is because if a parent is eligible for child day care services and we are not able to provide those services as a county, the parent can file a grievance and perhaps maybe win a suit against the State.

Ms. KURTZ. So what you do is eliminate the category.

Ms. OSBORNE. You eliminate clients eligible.

An example of this in Cuyahoga County, on our current priority system, a mother who has one child—which is a family size of two—who earns $10,692 yearly, applying for Title XX—this is walking in and applying—would not be eligible for Title XX day care. It is really because at $10,692 she is $1 per month over the income eligibility.

The state also prohibits the payment of Title XX moneys for part-time workers, despite evidence that many single mothers with small children can only work part-time; and that part-time work often leads to a full-time job.

Day care costs take a healthy bite of the budget of most working families. Day care costs typically run between 10 to 15 percent of a family's gross income and is one of the family's highest expenses. A 1979 study found that of those families using day care, these costs ran fourth in the budget behind food, housing and taxes.

The average cost of center care in Ohio runs from $60 to $70 per week per child. Infant care can run an additional $20 a week because of the additional staff required for their care. Family day care usually costs less than center care, but still ranges from $25 to $40 a week per child. Since a wide price range of services is often not available, low-income families often end up paying about the same amount for day care as middle-and upper-income families pay.

Senator METZENBAUM. Ms. Osborne, I have nine more witnesses, and I must be out of here at 12:00 because I am speaking down at the University. Can I ask you to move it along a little bit?

Ms. OSBORNE. Sure.

Senator METZENBAUM. Thank you.

Ms. OSBORNE. I really wanted to also emphasize the fact, because I think that Barbara has pointed out the other things that I wanted to include in my testimony which deals with the salaries of employees. I think that for so long day care employees have subsidized child day care, and it has been a hidden subsidy.

I would like to thank you, Senator Metzenbaum, for allowing me to testify, and I would like to say that we are very thrilled about the bill that you have introduced. We are looking forward to working with you to pass that piece of legislation.

Senator METZENBAUM. Thank you very much. I want to thank both of you. Your testimony has been extremely helpful to us, as has the testimony of the first five witnesses. Again, my appreciation to you for the hospitality that you have extended to us, Ms. Kurtz.

Thank you.

Our next panel on the issue of day care needs consists of Carole Ellison, Director of Child Day Care Planning Project; Mary Kerrigan, Director of the Child Care Resource Center of the Center for Human Resources; Lois Goodman, Department of Human Resources, Ameritrust; and Gerrye McCarley, Director of East Cleveland Development Center.

I am going to ask each of you to try to confine your remarks to three or four minutes if you would, please, because as I said, I have nine witnesses and I have 45 minutes left in which to conduct this hearing.

I am happy to see all of you here. Carole, do you want to proceed?

STATEMENT OF CAROLE ELLISON, DIRECTOR, CHILD DAY CARE PLANNING PROJECT; MARY KERRIGAN, DIRECTOR, CHILD CARE RESOURCE CENTER OF CENTER FOR HUMAN RESOURCES; LOIS GOODMAN, DEPARTMENT OF HUMAN RESOURCES, AMERITRUST; AND GERRYE McCARLEY, DIRECTOR, EAST CLEVELAND DEVELOPMENT CENTER

Ms. ELLISON. As the Director of the Child Day Care Planning Project in Cuyahoga County, a public-private venture designed to address the urgent need for excellent cost-effective child care, I am acutely aware of the rising crisis in child care and the need for local, state and national, and public and private organizations, including Government, to join forces to respond to the crisis. I applaud you, Senator Metzenbaum, for taking the leadership in introducing your bill that will provide comprehensive Federal assistance for child care. Your willingness to cosponsor the Act for Better Child Care is further evidence of your concern for families and children. Both of these bills represent critical first steps in making child care a national priority.

The child care problems and issues that have stimulated national action are mirrored at the local level. Some solutions have been initiated by the Child Day Care Planning Project, and we feel strongly that these solutions are applicable nationwide.

Senate Bill 1271 addresses some of these solutions and offers hope for communities that are in need of financial assistance to

carry out plans for child care expansion, improvement and increased accessibility.

Since 1982, here in Cuyahoga County we have been attempting to coordinate child day care planning and funding. Over the last three years specifically, the Child Day Care Planning Project has brought sectors of the community together to look at the problem, has looked at ways of improving day care policies and procedures, improving the quality of child care in homes and centers, improving the management of centers, allocating dollars effectively, increasing accessibility of services to families, increasing funds for child care, and expanding child care options.

The major outcome of this project is a child care services plan which integrates all of the models that we have developed, outlines mechanisms for ongoing formal collaboration among funders and others, and to offer recommendations to the community regarding future development and improvement of day care.

Very briefly, let me just comment on the accomplishments of the project because I think that they are very consistent with what you are proposing in your legislation. The project developed a more equitable way of distributing funds, and some of the other panelists have commented on those problems. We know that here in Cuyahoga County funds are inequitably distributed throughout the county, especially United Way dollars and Title XX dollars.

In 1986, 71 programs received community funding; 52 of those programs were in the city of Cleveland, with another 19 in the suburbs. But the majority of these programs receiving these funds, 68 percent, were located on the east side of Cleveland.

Families who are eligible for subsidized child care but who live in areas where no subsidized care is available cannot be adequately served.

In addition, the Department of Human Services has been unable to meet the needs of all of its eligible and prioritized clients. In 1986, over 21 percent were not served. These are 21 percent of the clients who requested subsidized care were unable to get that care.

The Day Care Planning Project has tried to respond to these needs by a number of ways. One, we established a scholarship program for these families, regardless of where those families live. We have looked at accumulating data that will be helpful to policymakers as they try to look at needs and resources available.

We have generated new dollars for day care because we have heard over and over that that is a real—we are in a crisis situation there. We know from our data that although we have had over $8.7 million in 1986 for funding of child care, we know that we need at least another $2 million for subsidized care.

We have done some things in terms of improving the quality of care, looking at the standards, the national standards, and trying to develop procedures for ensuring high quality care in programs.

Senator METZENBAUM. How much unmet demand is there for day care services in this community?

Ms. ELLISON. Well, it is very difficult to get to the actual demand for care. What we have been able to look at is the request for care and look at the numbers of families who have requested care and how that has been met. But we know that not every family who needs care actually gets to the resource to ask for the care. There

are many ADC families. There are 48,000 ADC families, many of whom might be looking for employment and subsequently looking for child care, but the county is only serving about 2,200 ADC families.

So the actual demand is very difficult to get to.

Senator METZENBAUM. Is there a central center where a parent may call to see if there are day care services available?

Ms. ELLISON. Right. Yes. Mary Kerrigan will talk about the Community Child Care Resource Center, which is a primary place for parents to get information about child care.

Let me just wrap up to say that our project has expanded child care options by funding demonstration projects and increasing the care that is provided for infants and schoolagers. We know that those are two populations that are grossly unserved. For example, in 1986, over 500 infants were not able to receive care.

The model that we have developed here in Cuyahoga County and that we are looking forward to continuing is really a model that could be implemented across the country. The three-year research, planning and development phase of the Day Care Planning Project is resulting in a long-term systematic plan for Cuyahoga County to improve its day care services. Clearly, the plan is consistent with Senate Bill 1271.

I would urge others to support this bill as it has the potential to reinforce, enhance, and support the work we are doing at the local level, plus it will enable the community to build on the CDCPP initiatives.

We fully support your efforts, Senator Metzenbaum.

Senator METZENBAUM. Thank you very much, Ms. Ellison.

If any of the witnesses have fuller statements that they have not been able to make today, if you would be good enough to give them to Janet McCourt, they will be included in our full record.

We are very happy to have you with us, Ms. Kerrigan.

Ms. KERRIGAN. Thank you. I, too, acclaim and publicly want to thank you for your interest and high regard for parents and their need for child care, especially their need for quality and affordable child care.

I am the Director of the Child Care Resource Center, and as you just pointed out, we do have in this community a Community Child Care Resource Center that serves the community as far as when parents are looking for resources, we are able to provide them with those community resources, as well as consumer education, tips on what to look for when looking for child care. Also because we are a comprehensive child care resource and referral, we offer them corporate child care services, and Lois will be talking to you more about the corporation's involvements.

We also offer Tot-Line, a service to parents of young children who need child care rearing tips and information, as well as providers, day care home providers, center providers, who need to know how to help rear young children. We provide training and consultation services so that we can help the day care staff meet the state training requirements and also to help administrators improve their skills through consultation, technical assistance and training.

We do, thanks to the Child Day Care Planning Project, the Child Day Scholarship Fund, and I must admit this is the most wonderful

project because it provides to eligible families, parents, full or partial scholarships to maintain their child care arrangements. Without it, they would not be in work or training.

We also do a family day care network. We go out and recruit with other family sponsors, providers to participate in the Child Care Food Program.

Senator METZENBAUM. How much is the total of scholarship money available in this community?

Ms. KERRIGAN. It is small. We are now at $275,000 and growing by just tidbits.

Senator METZENBAUM. Those scholarships provide for day care center training?

Ms. KERRIGAN. No. Those scholarships provide for parents who are income-eligible to have day care in a facility or in a day care home. It is the parent who is just a tad above eligibility for Title XX.

Senator METZENBAUM. I see.

Ms. KERRIGAN. Or who are eligible for Title XX where there are no Title XX spaces available. It is a wonderful, flexible stretch scholarship fund.

We also, Senator, run a child care information system, and some of this information you have in your report. But I do want to point out some things in it just to highlight.

One of the things that it points out, the information that I have shared with you, is that full-time employment is certainly the major reason for child care requests. And as you yourself pointed out, it is not a luxury; it is a necessity for parents to have child care in order to go to work.

There is a growing percentage in our statistics that share with us that the single parent is in the work force in great numbers. They earn less dollars than anyone else, and they desperately need subsidized child care.

There is a growing population of people who want to work and are, therefore, in training programs, and they are trying to enhance their skills so they can get a job. Your Senate responsibility will be helping them to get a job and then providing child care.

Near home, I think we have looked at the workplace as maybe being a place that parents are choosing for child care, but we are seeing in our statistics that near home is the preferred location for parents for their child care. So, therefore, it is necessary to have child care not only affordable, but available throughout the county.

We are seeing an enormous increase for the need of infant and school-aged care. These statistics are going off our statistical chart. Interestingly enough, the day care home is the number one request of parents who are looking for infant care or school-age care. There is some complex and complicated reasons for that, but I do want to point out that 42 percent of our callers are looking for a family day care home. It is really a shame in the State of Ohio that we have no licensing or standard requirements for the family day care home that does not take in a Title XX family.

We also have a situation in this community that we could use your help and your muscle in helping our communities to change their zoning ordinances so that family day care homes may operate out of their home as a legitimate business. We could get families to

have family day care homes in a community, but they cannot get a health inspection or a fire inspection because the zoning does not recognize family day care home as a legitimate place to hold business.

We also need incentives for providers to provide infant and school-age care. We need to develop public and private partnership initiatives to help subsidize, to do like this scholarship: pool moneys together and build a good platform of financial resources.

We also need corporations to get involved in the scholarship as well as foundations. We need to establish a pool of financial resources for low- and middle-income families based on multi-funding. Title XX, United Way services, foundations, employer contributions, employee benefit packages, and tax reduction, putting them all together.

Also, one last point, I too, like everybody else in this room, am delighted with your bill and would give anything in my power, anything in my presence, to help you in the support and passage of that bill.

Thank you.

Senator METZENBAUM. Thank you very much. I thought I was pretty good at filibustering. [Laughter.]

Ms. KERRIGAN. This is important.

Senator METZENBAUM. You are great. I love it.

Lois, I have known you longer than I have known some of these other people. I am going to cut you off if you go too long. It is friends you can do that to.

Ms. GOODMAN. I can speak very fast.

Thank you, Senator, and thank you for the opportunity to be here and for your wonderful support of child care.

I am the Director of Employee Development with Ameritrust, which is a regional bank holding company. We employ approximately 6,000 people, and 68.5 percent of our work force is female, which is very typical of banks.

I am here to talk about one of our benefits for employees which is called CARE, an acronym for Child Care Advice and Referral for Employees. I created and instituted CARE in the bank in 1981. It was the first corporate child care program in the Cleveland area. It is an information and referral service. We assist all of our employees and their families in finding appropriate child care.

We contract with the Center for Human Services for their child care corporate line which keeps a computerized listing of over 1,000 resources and early childhood experts to consult with our employees.

We go one step further, however. If no resource is available, we will run an ad for home care providers, screen the respondents, and pass on the qualified names to our employees. Employees always make the final selections. To enable them to do that intelligently, we publish consumer education brochures, which are really checklists, on all the types of day care, the questions you ask, what you look for, and how you go about making an intelligent decision.

The other part of our program is to present parenting seminars on the work site during the noon hour for our employees on subjects such as sibling rivalry, discipline, stress. Our largest attendance last year was for a seminar called "Fathering." When the pre-

senter went down to open the conference room early before the lecture, she saw mobs of pin-striped three-piece-suit guys milling out in the hall. Her first reaction was: Oh, my God, someone goofed and they put two meetings in at the same time and something else is going on. Of course, all those three-piece suits were waiting for the seminar on fathering to begin. So some things are changing.

Why do we do this? There are very specific benefits to employers. Of course, there is less time lost on the job for employees who have less than stable child care. We know that productivity improves. I cannot quantify it, but if you are not worried about your kids, you can think about the job. I can guarantee you it is good for morale. Everyone in the company—male, female, child-bearing age, way over child-bearing age—feels terrific about an employer who has a child care assistance program.

It is very important in our recruiting efforts. Young people today ask when they interview what the benefits are for working families at corporations.

Probably the most significant benefit I can tell you about, though, is a dollar-and-cents, bottom line figure, and this is quantified every year. Many women in an organization that has almost three-quarters females take maternity leave during the year, which, by the way, is up to six months with guarantee of comparable job on return. Many of them want to come back to work and cannot find child care.

Senator METZENBAUM. Six months with pay or without pay?

Ms. GOODMAN. The portion of the six months that is paid depends on the length of tenure with the company.

Senator METZENBAUM. Is there a schedule on that, Lois?

Ms. GOODMAN. I could get it for you.

Senator METZENBAUM. If you would, please. Give it to either Janet or James. I would like to see it.

Ms. GOODMAN. I would be delighted to.

At any rate, I look at the number of women who contact the CARE program to find child care for them so they can come back to work. Then using the lowest replacement cost figure in our industry, which is $4,000 a year to replace one teller—and most of these women are professionals; they are not at the teller level. But that is so conservative. Using that figure, our cost savings last year was $168,000 in retaining good, experienced workers. It does not cost $168,000 to run this child care assistance program.

Senator METZENBAUM. $168,000 is what?

Ms. GOODMAN. The savings in cost if we had to replace the women who could not return to their jobs because they could not find child care. And I am using the lowest possible figure. That is very conservative. My guess is that accurately it is much closer to $300,000.

So we have made a real contribution to the company, but I think we have also made a contribution to the Cleveland community. In 1984, at the request of the White House, we hosted a meeting for Cleveland CEOs under the auspices of the Council for Private Sector Initiatives to explain to other corporation executives what we were doing and encouraged them to do it. Subsequent to that meeting, three other major corporations replicated our program.

Now, I am chairing the Corporate Child Care Committee at the Center for Human Services, so I continue in this marketing effort. We began 1987 with seven corporate contracts, and we are beginning 1988 with 21 corporate contracts. I know it is a small number, but it is definitely moving in the right direction. I wish it were larger.

So I congratulate the Center for Human Services on their outstanding program, and all of the employers who do understand that child care is not a women's issue. It is a concern for all of us. And providing child care benefits is very good for business. .

Thank you.

Senator METZENBAUM. Thank you very much. We may quote you because obviously Ameritrust is a major institution in this area and in the state. Having you say that adequate child care is good for business is the kind of statement that we need to convince some of our backward-thinking members that this is just another social program. It is really not. It is a program that is good for America and good for business and, in particular, good for the children of America.

Thank you very much, Lois.

Gerrye McCarley?

Ms. MCCARLEY. Thank you, Senator Metzenbaum.

The Community of East Cleveland offers its appreciation and support to you for your forthright effort in cosponsoring Senate Bill 1885 and for your sponsorship of Senate Bill 1271. We applaud your efforts in providing a strong voice for children and families in our country.

I would like to speak briefly in support of a component of your bill 1271 allowing additional child care services through renovating and expansion provision. Despite the critical importance of child care to American families, it is extremely difficult, especially for low-income families, to find affordable, quality care. I am particularly concerned about child care providers who desire to provide quality services and cannot, who strive to maintain safe and healthy facilities and sometimes fall short, who desire to expand their services and cannot. Some reasons are the low Title XX funding that prohibits operational dollars to be used for renovation projects or expansion services; lack of community support from funding sources such as banks and local government sources and the bureaucratic red tape that goes along with that.

Senator, the citizens of my particular community, East Cleveland, applaud your efforts to introduce and include in Bill 1271 demonstration grants that can be used to fund start-up, renovation, and expansion projects in day care facilities. Families are faced with three major obstacles: finding care that meets their work and school schedules; finding quality care; and finding ways to pay for that care.

Child care is the critical first step towards self-sufficiency for low-income families, whether headed by a single parent or by two parents. A large number of families now need this help. There is a strong link between providing expanded services and helping the disadvantaged, low-income teen parent attain self-sufficiency. In my area, East Cleveland, this observation has been noted in the past three years in two separate cases.

In the first case, a local child care funding project was organized to originally assist center providers who needed to improve the quality of their services. Funders were recruited and pooled their resources; guidelines were established; and community-sponsored grants were up for grabs. However, they were not there for the centers for who the idea was originally intended and needed this assistance. The small profit and non-profit centers were excluded. The original intent of helping these centers was somehow lost in the guidelines established by the project funders and committee.

These centers still need help in areas that would improve their quality of service to families and children in the greater Cleveland area, and as a result, grassroots providers lost out on opportunities to improve service delivery, renovate facilities, and expand services.

The second case I would like to share with you: Last summer in 1987, the East Cleveland Board of Education approached me to serve on its advisory committee and also provide child care slots for a state vocational funded program known as Student Parent Homemaker. The Board of Education had identified 64 junior and senior high school students who were parents and whose education and vocational training was being disrupted or discontinued due to their inability to pay for child care services and transportation.

Adolescent parenthood is a major barrier to adult self-sufficiency. Many teen parents drop out of school. Each year more than one million American teen parents become pregnant, four out of five unintentionally. Slightly less than 44 percent of these pregnancies result in births. Half of these births are to young teen-age girls who drop out of school.

The Board of Education in East Cleveland, in a collaborative effort with local community agencies and my day care center, united to address this two-pronged problem: teen pregnancy and child care services. Of the 64 teen parents that were identified, 38 were recruited for the program. Of these 38, nine needed preschool slots for their children, and 31 needed non-existent infant care.

The day care community's failure to provide needed infant care slots for these young parents further illustrates this problem. Your bill recognizes and remedies this problem by addressing the need for funding.

The opportunity to expand my operation, as others have attempted in this community, has been stifled by the lack of start-up funding. It is inconceivable to believe that Title XX funded centers can engage in facility and renovation projects or expand their services at their present funding levels. Providers operate from one invoice check to the next invoice check. There are no surplus moneys to be used for projects of significance.

All to say that Bills 1271 and 1885 will help remedy this problem and begin to fill the gap that is ever widening by providing equitable opportunities for centers to offer needed quality services to families and children across America.

Senator METZENBAUM. Thank you very much, and thanks to the entire panel for your helpfulness. We will be looking forward to working with you. Your testimony means a lot to us.

The Chair is going to have to step out for a minute to make a phone call, but we are going to continue the hearing with our next

panel: Karen Nussbaum, Executive Director, Nine to Five, National Association of Working Women, very well known in this community and well respected; Gann Roberts; Vincent Pelose—no, Vincent will not be with us today. He is sick today—Camelia Sutorius and Valencia Purcell.

I am going to ask Janet McCourt to continue the hearing so that we will not lose the time element which is pressing me. Janet, would you come forward, and would the witnesses please come forward?

[Pause.]

Ms. McCOURT. This is quite an honor.

Senator METZENBAUM. You are very capable staff.

Ms. McCOURT. The Senator has a lot of confidence in his staff, I guess.

I would like to have Gann Roberts speak first and then come back to Karen if that would be all right.

STATEMENTS OF GANN ROBERTS, COCHAIRPERSON, PUBLIC POLICY COMMISSION, OHIO ASSOCIATION FOR EDUCATION OF YOUNG CHILDREN; CAMELIA SUTORIUS, GREATER CLEVELAND NURSES ASSOCIATION; KAREN NUSSBAUM, EXECUTIVE DIRECTOR, NINE TO FIVE, NATIONAL ASSOCIATION OF WORKING WOMEN; AND VALENCIA PURCELL, CHAIRPERSON, PUBLIC AFFAIRS COMMITTEE, JUNIOR LEAGUE

Ms. ROBERTS. My name is Georganna Roberts. I am speaking on behalf of the Ohio Association for the Education of Young Children, a state-wide organization of over 3,000 early childhood professionals. We appreciate this opportunity to speak to the Committee, and we thank you for the ongoing commitment to the needs of America's children and families. We appreciate the Senator's recognition of the importance of child care as evidenced in this legislation, and for helping to draw attention to this vital family issue through this hearing and others he has already held in Ohio. His attention to the issue of child care helps increase the awareness of the media, other legislators, and the public.

We are pleased that our Ohio Senator has submitted a bill which provides comprehensive Federal assistance for day care. We also thank him for agreeing to become a cosponsor of the Act for Better Child Care, Senate Bill 1885, which our National Association for the Education of Young Children was instrumental in drafting.

It is our sincere hope that all of this attention to child care can only have a positive result. As an organization which has been a voice crying in the wilderness for child care legislation for many years, we are frankly thrilled that the current attention to the issues we have been concerned about for so long and the major legislation that has been introduced. We want to do everything possible to assure that the end result of all this activity is appropriate legislation backed by adequate funding to guarantee the quality child care that we all espouse.

Providing care for their children so parents can work is certainly important, but we must always be concerned with the well-being of the children at this critical period in their development to assure that they will be the productive citizens we want to run this coun-

try in the future. As Mario Cuomo said in his State of the State address this year, "If compassion were not enough to encourage our attention to the plight of our children, self-interest should be."

As we in the early childhood profession have watched the phenomenal increase in demand for care of children by someone other than their parents—indeed, this entirely new way of raising children—we have had great concern for the quality of the care these children are receiving. Because the quality of care depends on the adequate number of well-trained, consistent adults available to the children at all times, we are concerned that the people who work in child care programs receive an adequate wage so that they see a reason to continue in the field.

Staff training is also a real need. And when the Senator asked if the scholarship was for staff training, I just thought: Oh, wouldn't we wish there was such a thing. If he ever thinks of that again, please remind him we definitely need money for staff training.

You have already heard the statistics about the minimum wage salaries and lack of benefits and the high turnover rate for child care personnel, so I will not go on in that vein that you have already heard. But there is, indeed, a staffing crisis in child care. And when you talk about the demand for more programs, it means a demand for personnel. Only with more economic and social support to the child care system can we correct this problem. Of course, the funding for financial aid for day care for low-income working families is the most important step to be taken. It is a position our organization has advocated for many years.

There needs to be a stable, consistent, adequate funding base to allow the whole day care system to function as it should to provide the quality care children must have to grow up to be productive citizens of the future.

I want to speak to something no one else has. We appreciate the emphasis on providing basic safeguards for children in care outside their homes. The basic elements the Senator designates in his legislation is precisely what we in Ohio advocated for in our day care licensing law in 1986: an open-door policy for parent visits; a posted toll-free telephone number in each center to enable staff and parents to report abuse or overcrowding; and unannounced inspections of day care centers. He also specifies training for day care center staff in child abuse prevention and identification.

In Ohio, we have been gratified that the training for staff and administrators in child abuse recognition and prevention has been well received and has caused heightened awareness of the problem and the ways that child care staff can contribute to the amelioration of this difficult, but real, problem.

Participants in our child abuse training sessions have arrived complaining about this added demand for six hours of their time, but they have left extolling the benefits this new knowledge has provided them and feeling the time was well spent and not a bit too long, considering the information that needs to be covered on this difficult topic.

We wholeheartedly support the proposal that these basic standards—they are very minimum—be a minimum requirement for receiving financial assistance under this Act. OAEYC supports any legislation which encourages the cooperation of the public and pri-

vate sectors to maximize the dollars available to improve the child care system. We are gratified that our Ohio Senator has proposed this bill to provide comprehensive Federal assistance to day care. We support the proposals made in this bill and will work with you to assure that the best possible child care legislation be enacted by the 100th Congress.

Thank you.

Ms. McCOURT. Thank you very much.

We will hear from Camelia. I understand, Camelia, you are due any day, right? But you are going to make it through your testimony, right, with some coaching. We will count for you.

Ms. SUTORIUS. Good morning to everyone. My name is Camelia Sutorius. I am representing the Greater Cleveland Nurses Association, the professional association for registered nurses. The Greater Cleveland Nurses Association is a district of the Ohio Nurses Association, and we are all affiliated with the American Nurses Association.

Thank you for the opportunity to present testimony on behalf of GCNA on the Act for Better Child Care Services. I am one of over one million employed registered nurses in this country who is also a working parent. As a Master's prepared registered nurse, I have held the position of coordinator of child-bearing, family, education and outreach services at McDonald Hospital for Women, University Hospitals of Cleveland, for the past three years.

As a mother, I have a son, Brian, age two years and four months, who has been cared for in our home for over two years while my husband and I have been employed full-time. My husband, Scott, is also a registered nurse, and as you said, we are expecting our second child any day.

Nurses are a national resource that our society is dependent upon to meet its health care needs. There is a critical shortage of this resource. By 1990, estimates indicate a need for four hundred to five hundred thousand additional registered nurses in this country.

Hospitals in the Cleveland area today have vacancy rates of ten to twenty percent for registered nurse positions. With the age of society's members advancing and increased use of technology in health care, it is expected that the demand for registered nurses will continue to rise sharply.

There are over 1,200,000 employed nurses in various health settings all over this country, of which 95 percent are women. More than one million of these nurses have children. Nurses frequently leave their jobs after the birth of a child due to the lack of affordable, quality child care services. The need far exceeds the supply.

A survey of the hospital industry conducted in the spring of 1987 revealed that on-site hospital day care centers were turning away two out of three babies due to lack of space.

The professional responsibilities of RNs create a number of unique demands for child care. Currently, there is not a match between society's expectations of nurses to staff health care facilities during non-traditional hours, and the availability of accessible, affordable, quality child care during these same hours. To illustrate this point, consider the child care options available to an experienced, highly skilled operating room nurse who is scheduled to be

on call Christmas Day. As a single parent, where does she take her three-month-old and three-year-old when she is called in at 6:00 o'clock Christmas morning to scrub for an emergency operation? Who cares for her children while she cares for the patient?

Or consider the recently hired registered nurse who is required to work rotating shifts of days and evenings. Where does she find child care that is flexible enough to care for her child from 6:30 a.m. to 3:30 p.m. on some days, and 2:30 p.m. to 11:30 p.m. on other days. Dilemmas of this sort are daily occurrences and a source of great stress for working parents who are registered nurses.

For nurses to meet the demands society and their profession places upon them, the following child care services are needed at a cost that is affordable for nurses. First of all, care for infants aged six months or less, due to the short parental leave granted most nurses. Secondly, quality child care services for well or sick children available during non-traditional hours. For nurses, this means 24-hour child care availability on weekdays, weekends and holidays.

Thirdly, flexibility in child care programs and services to accommodate children of nurses who work part-time, nurses who work rotating shifts, or extended hours such as 10- to 12-hour shifts. Or those nurses who have unpredictable work schedules, such as they are on call or asked to stay and provide coverage beyond their assigned work times.

Nursing services represent a significant percentage of total costs of health care in this country. As health care costs continue to rise, concerns about productivity of employed nurses becomes increasingly important. A recent study by Fortune Magazine indicated that child care dissatisfaction was the most reliable predictor of absenteeism or unproductive work time. Nurse absenteeism not only affects delivery of health care services, but also increases overall health care costs.

Senator METZENBAUM. Can you wind up?

Ms. SUTORIUS. Okay. Basically, I feel that the Act that you are supporting, Senator Metzenbaum, is a very important piece of legislation. I hope the position I presented today has identified to you the special needs nurses have for child care services. For if these needs are met by provisions of the Act, not only will our children benefit but the health of our citizens and the future of our country will benefit.

Thank you.

Senator METZENBAUM. Thank you very much for your testimony. It was very helpful to us. And if I could be assured that the baby is going to be called Howard Morton, I will get that bill out right away. [Laughter.]

Karen Nussbaum, we are very happy to have you with us, Executive Director of Nine to Five. Say hello to your husband for me. He is a good friend, as you know. On behalf of the National Association of Working Women, we are happy to have you here.

Ms. NUSSBAUM. Thank you very much, Senator Metzenbaum, both for your invitation and your initiative on this issue.

Several years ago, Nine to Five looked for a company in Cleveland to receive our Heart of Gold Award. We wanted to reward a company that had exemplary child care services. We scoured the

city for the best company, and the best policy we could come up with was not an on-site child care center, it was not vouchers for parents to use at their own child care center or place of child care. The best policy was a part-time referral service. That is the best we could come up with in the entire city of Cleveland. Things are not much better today.

I am here to tell you that working families need child care, that it is a growing need, and that the only effective solution is Government action because we are certainly not getting it from the business community.

The biggest demographic change in this century is the entry of women into the work force. There are almost equal numbers of women working as men. By the time my children are ready to enter the work force, there will be more women workers than men. That is right: more women will work than men. It is a stunning statistic.

So when we say there is no one home watching the kids, we mean it. That is going to be increasingly true.

Senator METZENBAUM. We had testimony from Lois Goodman here this morning. Is Ameritrust's program working well, do you believe, Karen?

Ms. NUSSBAUM. The Ameritrust program was the recipient of our award. I think it works well, but it is really extremely limited. It costs the company virtually nothing, which is what the testimony was, and it has a good payoff. I would like to see that everywhere. But I think we should be seeing from employers a much bigger financial contribution to the needs of their workers.

These women work to help their families survive. Two-family incomes today are lower than single-family incomes of a generation ago. Eighty percent of women earn less than $19,000 a year. An average pay for clericals is only about $14,000 a year. These families need help. So the question is: Are they getting it? Well, they are not getting much help from business.

Out of six million businesses, only 2,500 support child care in any way. That is four-ten-thousandths of a percent.

Senator METZENBAUM. Give me those numbers again.

Ms. NUSSBAUM. Six million businesses, 2,500 provide support in any way, like a referral service that does not cost them very much. That is four-ten-thousandths of a percent of companies provide any kind of assistance whatsoever. Only 150 in the entire country have on-site centers, and that is a calculation I cannot even begin to judge how infinitesimal it is. It is not even within the universe.

Only one percent of employees in medium- and large-sized companies receive even partial assistance in child care from their employers.

So there is lots of talk about companies endorsing child care and supporting the need for it, but on the rare occasions that they do, it is usually for high level employees only. The reality is very little action.

We need a Federal day care policy which includes Federal assistance for low- and moderate-income families, establishing more day care centers and referral services, sick child care, and employer sponsored day care for preschoolers, infant care, and after school programs.

I have two preschool children who go to school here at the Church of the Covenant. Few children have access to the excellent and loving care that my sons get here. But I pay $7,200 a year for them. That is more than a salary for full-time minimum wage jobs, for one full-time minimum wage job. To enroll my five-year-old in public school next year will cost me more than full-time day care after I pay for extended kindergarten, after school care, and child care for the summer vacation.

Now, I do not begrudge a penny that I pay here to the Church of the Covenant for the teachers, the staff, and the institution. And I think salaries here should be far higher. But I need help, and so do millions of low- and moderate-income working families in this state and across the nation.

Now, critics will ask whether this is appropriate action for the Government, and I think so. The rise of the industrial work in the early part of this century brought about the collapse of the extended family. It meant that in the 1930s the greatest social need was for care for the elderly. And the Government passed Social Security.

Well, the rise of the service sector has brought women into the work force and taken Moms out of their homes. It means that the most pressing social need of the 1990s is for family and child care policies. We count on you, Senator Metzenbaum. We know we can count on you to bring that about.

Thank you.

Senator METZENBAUM. Thank you very much, Karen.

Our last witness today is Valencia Purcell, Chairperson of Public Affairs Committee of the Junior League.

Ms. PURCELL. Last but not least.

Senator METZENBAUM. That is correct.

Ms. PURCELL. The Junior League of Cleveland has approximately 1,264 women, 60 percent of whom are in the work force. The Junior League of Cleveland supports the passage of the Bill 1271 and your support for the Act for Better Child Care.

Through our active involvement in volunteer community-based projects, we have become more aware of the increasing need for improved family quality child care options. At the West Side Mental Health Center, the League Project "Kids Are People, Too," volunteers help to counsel and provide positive experiences and role models for the children of mentally disabled parents, such as drug abuses or alcohol abuses. The children range between the ages of 8 to 12.

Many of the families involved in the program cannot afford child care for the younger siblings, who are left at home, making it difficult for the parent to hold a job or to follow through with rehabilitation. Both the adult in need of rehabilitation and the child would benefit greatly from child care services.

Volunteers at the Bell Flower Center for the prevention of child abuse work with families to help them overcome and avoid abusive parenting. Again, these are families in trouble, where affordable child care services could help to relieve the financial stresses and anxieties of not being able to work because of a child at home and in many cases remove the child from potential abusive situations.

Finally, at the Cleveland School of the Arts, which is a public magnet school in Cleveland, I personally tutored fourth to fifth grade kids in reading who could not read as well as my second grader.

After working with these kids, I found out that all four of them were living in single-parent homes where the parent did not work. Three of the four had never ridden a bicycle or been in a pool or seen Lake Erie. Two of the girls did not know who Abraham Lincoln was, and these were black children. They had never been to a library since their parents did not read and the streets were unsafe.

These kids were very unassuming children, and they are the reason why I am here testifying today. They will probably, unfortunately, cost society a great deal of time and money.

We can prevent more children from being caught in these situations by helping to make families more self-sufficient and at the same time give their children a head start with early skills with which they can build upon. The overall increase in productivity will greatly outweigh the additional costs providing child care for these children.

Thank you.

Senator METZENBAUM. Thank you very much. We are very happy to have the Junior League involved and participating.

When you talked about little children that you were helping—at the Art Institute, was it?

Ms. PURCELL. It is Cleveland School of the Arts, which is a public magnet school.

Senator METZENBAUM. You talked about children who had never been to a library.

Ms. PURCELL. That is exactly right.

Senator METZENBAUM. I must share with you something for which you have no responsibility, but it was very touching to me. Very disturbing, I guess is the word. On the front page of the Plain Dealer a couple of days ago, I saw that we are moving forward with the Rock Hall of Fame. That is great. Then on the front page of Section B was a woman carrying a sign protesting the closing of a public library.

Ms. PURCELL. Right.

Senator METZENBAUM. And I thought what an interesting contrast that is. Going forward with a great sense of excitement with the Rock Hall of Fame, but as far as closing the public library, that seems to have less appeal, less concern, and it seemed to be a real problem in that particular community.

Let me say that the Junior League has access to a potential source to have an impact on the business community. And as Karen Nussbaum has pointed out, there is a limited amount of involvement in the business community. Nobody can have better access than those of your members who are in a position to talk to their husbands about what is your business doing about this problem. I think they could be a very effective prod in that area.

We in Government will try to do our share, but I think it is a necessity that we try to get the business community more involved. Those segments of the business community that are involved find that it is not an expensive program, but, rather, it is a rewarding

program and cost efficient. I hope that part of the emphasis of this hearing will cause Government to do more, cause the business community to do its share as well.

Having said that, let me just say how grateful I am to all who made this hearing possible this morning. Janet McCourt of my staff and James Wagner of my staff and Jennifer is here and Jerry Brown is here and some other members of my staff. But these things just do not happen. Somebody has to call somebody; somebody has to arrange to see that the light is here and see that the equipment is here. I am very grateful to my entire staff and grateful to all of you for making this possible.

The meeting stands adjourned.

[Whereupon, at 12:07 p.m., the subcommittee was adjourned.]

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